

endnotes

CHAPTER 1

¹ U.S. Bureau of the Census, *Resident Population Projections of the United States: Middle, Low, and High Series, 1996 to 2050*, March 1996, <http://www.census.gov/population/projections/nation/npaltsr.txt>; downloaded May 31, 1999. Middle series is used above.

² Jennifer Cheeseman Day, *Population Projections of the United States by Age, Sex, Race, and Hispanic Origin: 1995 to 2050*, U.S. Bureau of the Census, Current Population Reports, P25-1130, U.S. Government Printing Office, Washington, D.C. 1996; February 1996, table C-2 and p.2. <http://www.census.gov/prod/1/pop/p25-1130>; Middle projections used above. Change is estimated from July 1, 1994 to 2050.

³ U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, first quarter 1999.

⁴ U.S. Bureau of the Census, *Resident Population Projections of the United States: Middle, Low, and High Series, 1996 to 2050*, March 1996, above information from pp. 2-9 and Table F. There are expected to be 4 million deaths in 2050.

⁵ Day, p. 7. Data as of 1995.

⁶ U.S. Bureau of the Census, *Resident Population Projections of the United States: Middle, Low, and High Series, 1996 to 2050*. p. 10.

⁷ Day, p. 4.

⁸ U.S. Bureau of the Census, *Resident Population Projections of the United States: Middle, Low, and High Series, 1996 to 2050*, Table B1.

⁹ Day, p. 1.

¹⁰ U.S. Bureau of the Census, *How We're Changing: Demographic State of the Nation: 1997*, Current Population Reports, P23-193, March 1997, p. 2.

¹¹ Day, p. 1.

¹² Jennifer C. Day and Andrea E. Curry, *Educational Attainment in the United States: March 1998 (Update)*, P20-513, October 1998, U.S. Department of Commerce, Economics and Statistics Administration, Census Bureau. Time series available at <http://www.census.gov/population/socdemo/education/tablea-02.txt>

¹³ Jennifer C. Day and Andrea E. Curry, *Educational Attainment in the United States: March 1997*, P20-505, May 1998, U.S. Department of Commerce, Economics and Statistics Administration, Census Bureau, pp. 2-4.

¹⁴ U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey. See "More High-School Graduates Enrolling in College." *The Editor's Desk*, October 19, 1998. Additional information is available from news release U.S. Department of Labor USDL 98-171, "College Enrollment and Work Activity of 1997 High School Graduates."

¹⁵ Day and Curry, p. 3.

¹⁶ National Organization on Disability/Louis Harris & Associates, "1998 N.O.D./Harris Survey of Americans with Disabilities." Press release available at <http://www.nod.org/presssurvey.html>.

¹⁷ U.S. Department of Labor, Bureau of Labor Statistics, "More People Are Working Year-Round." *The Editor's Desk*, December 8, 1998. These data are a product of the CPS. Additional information is available from news release USDL 98-470, "Work Experience of the Population in 1997."

¹⁸ U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey.

¹⁹ U.S. Department of Labor, Bureau of Labor Statistics, *Report of the American Workforce, 1999*, forthcoming (Chapter 3, table 3-5 in draft).

²⁰ U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey.

²¹ William Goodman, "Boom in Day Care Industry the Result of Many Social Changes," *Monthly Labor Review*, August 1995, p. 5.

²² U.S. Department of Health and Human Services, Administration for Children and Families, <http://www.acf.dhhs.gov/news/whregfs.htm>. Data extracted April 10, 1999.

²³ U.S. Department of Labor, Bureau of Labor Statistics, Survey of Income and Program Participation. See "3 of 10 Persons with Severe Disabilities Are Active in the Labor Market." *The Editor's Desk*, November, 5, 1998 and "Education Has Positive Impact on Labor Market Activity of Severely Disabled." *The Editor's Desk*, November, 12, 1998. For more information, see Thomas W. Hale, Howard V. Hayghe and John M. McNeil "Persons with Disabilities: Labor Market Activity, 1994," *Monthly Labor Review*, September 1998. Data in these reports are a product of the Bureau of the Census.

²⁴ U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey.

²⁵ U.S. Department of Labor, Bureau of Labor Statistics, National Longitudinal Surveys. See “More Than a Third of Youths Combine School and Jobs,” *The Editor’s Desk*, May 13, 1999. Additional information is available from “Employment Experience and Other Characteristics of Youths: Results from a New Longitudinal Survey,” news release USDL 99-110.

²⁶ Twenty-eight percent of the students who held employee jobs worked both while school was in session and also during the summer, 8 percent worked only during the school months, and another 6 percent worked only during the summer months.

²⁷ U.S. Department of Labor, Bureau of Labor Statistics, National Longitudinal Survey. See “People Average 8.6 jobs from Ages 18 to 32,” *The Editor’s Desk*, October 13, 1998.

²⁸ U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings*, November 1998, Table A-16.

CHAPTER 2

¹ Employment is projected to increase by 14 percent in the 1996-2006 period, with unemployment projected to be 5.4 percent in 2006. This slower growth rate than the preceding decade is due to a decreasing rate in the growth of the labor force.

² *Economic Report of the President*, transmitted to the Congress February 1997, Washington, D.C.: United States Government Printing Office, 1997, p. 383, Table B-48.

³ Paul Fronstin, “Sources of Health Insurance and Characteristics of the Uninsured: Analysis of the March 1998 Current Population Survey,” *EBRI Issue Brief*, December 1998, p. 4.

⁴ Joe Manning, “Health Care Costs to Rise with Increasing Age of Employees,” *Washington Times*, May 17, 1999.

⁵ Pension Benefits Guaranty Corporation, *1998 Annual Report*, Washington, D.C.: 1999, p. 6.

⁶ U. S. Department of Labor, *Private Pension Plan Bulletin: Abstract of 1995 Form 5500 Annual Reports*, Washington, D.C.: Spring 1999, p. 67.

⁷ Stephanie Armour, “IBM Retools Pensions,” *USA Today*, May 4, 1999, p. 1.

⁸ U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey.

⁹ For more information see George J. Borjas, Richard B. Freeman, and Lawrence F. Katz, “How Much Do Immigration and Trade Affect Labor Market Outcomes?,” *Brookings Papers on Economic Activity*, No. 1, 1997, pp. 1-90.

¹⁰ Lawrence Katz and David H. Autor, “Changes in the Wage Structure and Earnings Inequality,” May 1998, pp. 86-87, prepared as a chapter for Orley Ashenfelter and David Card, editors, *Handbook of Labor Economics*, Amsterdam, North-Holland, forthcoming.

¹¹ David Card. *Falling Union Membership and Rising Wage Inequality: What’s The Connection?* Cambridge, MA: National Bureau of Economic Research, Working Paper No. 6520, April 1998.

¹² Council of Economic Advisors, “Explaining Trends in the Gender Wage Gap,” June 1998, p. 4.

¹³ U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Earnings*, January 1999, p. 215.

¹⁴ U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey. There are no publicly reported annual data that are available on the relative earnings of Asian women and men, due to their small sample size in the primary data sets used for these calculations.

¹⁵ Harry J. Holzer, “Racial Differences in Labor Market Outcomes Among Men,” unpublished, Michigan State University, December 1998 and U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey.

¹⁶ Mitchell P. LaPlante, Joe Kennedy, S. Stephen Kaye, and Barbara L. Wenger, Disability Statistics Abstract: Disability and Employment – No. 11, U.S. Department of Education, National Institute on Disability and Rehabilitation, January 1996.

¹⁷ *1999 Annual Report of the Board of Trustees of the Federal Old-Age and Survivors’ Insurance and Disability Insurance Trust Funds*, March 1999.

CHAPTER 3

¹ “Workforce” includes women who are employed and women who are unemployed and looking for work.

² Howard V. Hayghe, “Developments in Women’s Labor Force Participation,” *Monthly Labor Review*, September 1997, p. 41.

³ Kristin E. Smith and Amara Bachu, “Women’s Labor Force Attachment Patterns and Maternity Leave: A Review of Literature,” U.S. Bureau of Census, Population Division Working Paper No. 32, January 1999, p. 1.

⁴ Smith and Bachu, p. 6.

⁵ U.S. Department of Labor, Bureau of Labor Statistics, press release, “Employment Characteristics of Families in 1998,” <http://stats.bls.gov/news.release/famee.t02.htm>, May 25, 1999.

⁶ Anne E. Winkler, “Earnings of Husbands and Wives in Dual-Earner Families,” *Monthly Labor Review*, April 1998, p. 42.

⁷ Council of Economic Advisors (CEA), *Families and the Labor Market, 1969-99: Analyzing the “Time Crunch,”* May 1999, p. 6.

⁸ Hayghe, pp. 42, 45.

⁹ Howard Fullerton, “Labor Force 2006: Slowing Down and Changing Composition,” *Monthly Labor Review*, November 1997, pp. 23-38.

¹⁰ Winkler, p.42.

¹¹ Hayghe, p. 42 and BLS Press Release, “Employment Characteristics of Families in 1998,” <http://www.bls.gov/news.release/famee.toc.htm>, May 25, 1999.

¹² Hayghe, p. 43.

¹³ Smith and Bachu, p. 2.

¹⁴ U.S. Department of Commerce, Census Bureau Report, “Growth in Single Fathers Outpaces Growth in Single Mothers,” <http://www.census.gov/Press-Release/www/family.html>, December 11, 1998.

¹⁵ Single women are considered those “without a spouse present.”

¹⁶ CEA, p. 4.

¹⁷ The percent of mothers of children under age six, with a spouse present, who were employed increased from 32 percent in 1975 to 61 percent in 1998. The corresponding percentages for mothers without a spouse in the household were 42 and 59 percent. Goodman, p. 5.

¹⁸ Joe Kennedy, Mitchell P. LaPlante, and H. Stephen Kaye, “Need for Assistance in the Activities of Daily Living,” *Disability Statistics Abstract*, Number 18, June 1997, p. 1.

¹⁹ Diane E. Lewis, “Caring for a parent often exacts a toll on job,” *Boston Sunday Globe*, May 2, 1999, p. C-1.

²⁰ U.S. Department of Labor, Women’s Bureau, “Work and ElderCare: Facts for Caregivers and their Employers,” http://www.dol.gov/dol/wb/public/wb_pubs/elderc.htm.

²¹ The MetLife Study of Employer Costs for Working Caregivers, Metlife Mature Market Group, Westport, CT, June 1997, p. 9.

²² Ellen Galinsky and James T. Bond, *The 1998 Business Worklife Study*, New York: Families and Work Institute, 1998, p.48.

²³ Metlife pp. 7, 33.

²⁴ Harriet B. Presser and Amy G. Cox, “The Work Schedules of Low-Educated American Women and Welfare Reform,” *Monthly Labor Review*, April 1997, p. 26.

²⁵ Fathers are the caregivers for their children 18 percent of the time; grandparents — 16 percent; other relatives — 9 percent. U.S. Bureau of Census press release, “While Moms Work, Dads or Other Relatives Care for 4 in 10 Preschoolers,” <http://www.census.gov/Press-Release/www/children.html>.

²⁶ This assumes a mandated 182 days of school x 7 hours a day = 1274 hours versus work 8 hours a day, 5 days a week for 50 weeks. This estimate does not consider child’s sickness nor does it consider travel time to work.

²⁷ Presser and Cox, p. 26.

²⁸ Presser and Cox, p. 28.

²⁹ Galinsky and Bond, p. 47.

³⁰ Galinsky and Bond, p. V.

³¹ U.S. Department of Labor, Women’s Bureau, “Work and Elder Care: Facts for Caregivers and their Employers,” http://www.dol.gov/dol/wb/public/wb_pubs/elderc.htm.

³² Shelley Donald Coolidge, “Stretching the Rules,” *The Christian Science Monitor*, May 3, 1999.

³³ U.S. Department of Treasury, “Investing in Child Care: Challenges Facing Working Parents and the Private Sector Response,” 1998, pp. 20-21.

³⁴ James T. Bond, Ellen Galinsky, and Jennifer E. Swanberg, *The 1997 National Study of the Changing Workforce*, No. 2, New York: Family and Work Institute, 1997, p. 5.

³⁵ In 1969, 28 percent of women 25 to 54 years of age worked year round, full time; by 1997 the percentage had increased to 50 (although there was a general decline for men over same time period). U.S. Department of Labor, Bureau of Labor Statistics, *Report of the American Workforce, 1999*, forthcoming.

³⁶ U.S. Department of Labor, Bureau of Labor Statistics, *Report of the American Workforce, 1999*, forthcoming.

³⁷ Winkler, p. 42.

³⁸ U.S. Department of Labor, Bureau of Labor Statistics, *Report of the American Workforce, 1999*, forthcoming.

³⁹ CEA, p. 3.

⁴⁰ Philip L. Rones, Randy E. Ilg, and Jennifer M. Gardner, "Trends in Hours of Work Since the Mid-1970s," *Monthly Labor Review*, April 1997, p. 4.

⁴¹ U.S. Department of Labor, Bureau of Labor Statistics, *Report of the American Workforce, 1999*, forthcoming.

⁴² Bond, Galinsky, and Swanberg, pp.5-6.

⁴³ Many of these workers are likely in informal flexible schedules rather than the formal plans reported in the Employee Benefits survey, which says flexible schedules are offered to less than 6 percent of employees. BLS Press Release, "Workers on Flexible and Shift Schedules in 1997" <http://www.bls.gov/news.release/flex.nws.htm>, March 26, 1998.

⁴⁴ Presser and Cox, p. 25.

⁴⁵ Ellen Galinsky and Arlene A. Johnson, *Reframing the Business Case for Work-Life Initiatives*, New York: Family and Work Institute, 1998, p. 6.

⁴⁶ U.S. Department of Labor, Bureau of Labor Statistics, *Report of the American Workforce, 1999*, forthcoming.

⁴⁷ Galinsky and Bond, pp. V, 111.

⁴⁸ U.S. Department of Labor, Women's Bureau, "Work and ElderCare: Facts for Caregivers and Their Employers."

⁴⁹ Among the occupations that are expected to grow most rapidly in the future, most have a high percentage of workers working nonstandard hours or nonstandard days, thus increasing the need for child care during non-standard hours. Presser and Cox, p. 32.

⁵⁰ The Census Bureau has estimated a dependency ratio, which shows how many children and elderly there are for every 100 people, aged 18 to 64, who are working. The middle series projections show the dependency ratio would decline from 64 in 1995 to 60 in 2010. Moderate increases are projected to occur by 2020 (to 68) and significant increases by 2050 (80). U.S. Bureau of Census, "Resident Population Projections of the United States: Middle, Low, and High Series, 1996-2050," March 1996, <http://www.census.gov/population/projections/nation/npaltrsr.txt>.

⁵¹ Katherine S. Newman, "On the High Wire: How the Working Poor Juggle Job and Family Responsibilities," paper for the Conference on Balancing Acts: Easing the Burdens and Improving the Options for Working Families, June 1999.

⁵² Bond, Galinsky, and Swanberg.

CHAPTER 4

¹ James C. Franklin, "Industry Output and Employment Projections to 2006," *Monthly Labor Review*, November 1997, pp. 39-57.

² "Workplace of the Future: Safer, Smaller, and Fully at the Mercy of Computers," <http://www.eweek.org/1998/news/Eweek/workplace.html>.

³ *The Wall Street Journal*, "Work Week," May 11, 1999, p. 1.

⁴ Beth Belton, "Internet Generated \$301 Billion Last Year," *USA Today*, June 10, 1999, p. 1A.

⁵ Organisation for Economic Co-operation and Development, *The Economic and Social Impact of Electronic Commerce*, Preliminary Finding and Research Agenda, 1999, p. 27.

⁶ These wage premiums are due in part to differences in occupation, industry, and education and are reduced to roughly 15 percent on average when these other factors are taken into account.

⁷ Sandra E. Black and Lisa M. Lynch, "How to Compete: The Impact of Workplace Practices and Information Technology on Productivity," National Bureau of Economic Research Working Paper No. 6120, August 1997.

CHAPTER 5

¹ Data on workplace fatalities are derived from the Bureau of Labor Statistics' Census of *Fatal Occupational Injuries*.

² Data on workplace injuries and illnesses are derived from the Bureau of Labor Statistics' *Survey of Occupational Injuries and Illnesses*.

³ R. Bachman, "Violence and Theft in the Workplace." *National Crime Victimization Survey*. Washington, D.C.: U.S. Department of Justice, Bureau of Justice Statistics.

⁴ U.S. Equal Employment Opportunity Commission, Enforcement Statistics, <http://www.eeoc.gov/stats/all.html>

⁵ Study by Fair Employment Council of Greater Washington, Inc., 1990-1992.

⁶ U.S. General Accounting Office, *Immigration Reform: Employer Sanctions and the Question of Discrimination*, Report to the Congress, GAO/GGD-90-62, March 1990, p. 48.

⁷ David Neumark, Roy Blank, and Kyle Van Nort, "Sex Discrimination in Restaurant Hiring: An Audit Study" National Bureau of Economic Research Working Paper No. 5024, 1995.

⁸ Sleep Foundation, <http://www.sleepfoundation.org/PressArchives/NewSurvey.html>

⁹ *1992 National Survey of Worksite Health Promotion Activities*, Public Health Service, U.S. Department of Health and Human Services. NTIS report No. PB93-100204.

CHAPTER 6

¹ Susan Page, "E-world Fuels U.S. Economy" Report Says, *USA Today*, June 22, 1999, p. 1A.

² Standard Resources, Inc., "A PC's Life Span is Getting Shorter," *USA Today*, June 22, 1999, p. 3A.

³ Internet Economy Indications, "Internet Economy Grows," *Washington Times*, June 12, 1999, p. C7.

⁴ Cisco Releases Study Measuring Jobs and Revenues Tied to Internet Economy, <http://www.cisco.com/warp/public/146/june99/23.html>, June 10, 1999.

⁵ Robert D. Atkinson and Randolph H. Court, *The New Economic Index: Understanding America's Economic Transformation*, Washington, D.C.: The Progressive Policy Institute, November 1998, p. 19.

⁶ Maryann Jones Thompson, "A Half of U.S. Homes Now Have PCs," *The Industry Standard*, June 7, 1999.

⁷ Ray Kurzweil, *The Age of Spiritual Machines: When Computers Exceed Human Intelligence*, New York: Viking Publishers, 1999.

⁸ CommerceNet/Nielsen Internet Demographic Survey, April 1999, <http://www.comerce.net/research/stats/wwwpop.html>.

⁹ Atkinson and Court, p. 31.

¹⁰ U.S. Department of Commerce, National Telecommunications and Information Administration, *Falling Through the Net: Defining the Digital Divide*, July 1999.

¹¹ Joint Center for Political and Economic Studies, National Opinion Polls, 1999.

¹² Michael Erbschole, Computer Economics Press Release, "Computer Virus Attacks Have Cost Businesses \$7.6 Billion in 1999," June 18, 1999.

¹³ Richard W. Judy and Carol D'Amico, *Workforce 2020*, Indianapolis, Indiana: Hudson Institute Inc., 1997, p. 17.

¹⁴ Judy and D'Amico, p. 18.

¹⁵ Michaela D. Platzer, *Cyberstates 3.0: A State-By-State Overview of High Technology Industry*, American Electronic Association, June 1999.

¹⁶ Office of the Vice President release on the U.S. Department of Commerce report, *The Emerging Digital Economy II*, June 21, 1999. In 1997, workers earned an average of \$52,920 in IT industries, versus the average earned by all workers, \$29,787.

¹⁷ Atkinson and Court, p. 9.

¹⁸ U.S. Department of Defense, Military Health System, Computer/Electronic Accommodations Program, <http://www.tricare.osd.mil/cap/accommodations/accommodation.html>.

¹⁹ American Management Association, "Summary of Key Findings - Genetic Testing." 1999 American Management Association Survey on Workplace Testing: Medical Testing, <http://www.amanet.org/research/monit>.

²⁰ American Management Association, "Summary of Key Findings," *1999 American Management Association Survey on Workplace Monitoring and Surveillance*, <http://www.amanet.org/research/monit/intro.htm>.

²¹ Jerry Useem, "For Sale On-line: You," *Fortune*, July 5, 1999, p. 70.

²² International Labour Organization, "Child Labour: Targeting the Intolerable," 1998; and other information compiled from ILO reports.

²³ Robert W. Bednarzik, "An Analysis of U.S. Industries Sensitive to Foreign Trade, 1982-87," *Monthly Labor Review*, February 1993, pp. 15-31.

²⁴ U.S. Department of Labor, Bureau of Labor Statistics press release, "Worker Displacement, 1995-97," <http://stats.bls.gov/news.release/disp.toc.htm>, August 19, 1998.

CHAPTER 7

¹ Norman Bowers and Paul Swaim, "Recent Trends in Job Training," *Contemporary Economic Policy*, Vol. XII, January 1994, pp. 79-88.

² Joseph E. Hight, "Young Worker Participation in Post-School Education and Training," *Monthly Labor Review*, June 1998, pp. 14-21.

³ The data on participation in post-school education and training are from Hight. For evidence on the use of computers, see Alan B. Krueger, "How Computers Have Changed the Wage Structure: Evidence from Microdata, 1984-89," *Quarterly Journal of Economics*, February 1993, pp. 79-88.

⁴ "More than One-Third of Job Applicants Deficient in Reading & Math Skills, Says American Management Association Survey," American Management Association, April 12, 1999, <http://www.amanet.org/research/specials/skilshrt.htm>.

⁵ Thomas Bailey, "Discretionary Effort and the Organization of Work: Employee Participation and Work Reform Since Hawthorne," unpublished, Teachers College, Columbia University, New York, 1993.

⁶ Maury Gittleman, Michael Horrigan and Mary Joyce, "Flexible Workplace Practices: Evidence from a Nationally Representative Survey," *Industrial & Labor Relations Review*, October 1998.

⁷ Jeffrey King, "High-Performance Work Systems and Firm Performance," *Monthly Labor Review*, May 1995.

⁸ King.

⁹ Douglas Kruse, *Profit Sharing: Does it Make a Difference?* Upjohn Institute, Kalamazoo, MI, 1993.

¹⁰ Robert W. Bednarzik, "An Analysis of U.S. Industries Sensitive to Foreign Trade, 1982-1987," *Monthly Labor Review*, February 1993, pp. 15-31.

¹¹ Bureau of Labor Statistics, the Survey of Employer-Provided Training.

¹² Robert W. Bednarzik, The Flexible Enterprise: An Overview of the United States, paper prepared for OECD project on Technological and Organizational Change and Labor Demand, U.S. Department of Labor, Washington, D.C., 1996.

¹³ Thomas Bailey, "Discretionary Effort and the Organization of Work: Employee Participation and Work Reform Since Hawthorne," unpublished, Teachers College, Columbia University, New York, 1993.

¹⁴ Steven Hipple, "Contingent work: results from the second survey," *Monthly Labor Review*, November 1998, p. 25.

¹⁵ The Bureau of Labor Statistics collected data on contingent and alternative work arrangements in 1999 but at the time of this writing, these data were not yet available.

¹⁶ Hipple, pp. 22-35.

¹⁷ These categories of alternative work arrangements overlap with the category of contingent workers.

¹⁸ Sharon R. Cohany, "Workers in Alternative Employment Arrangements: A Second Look," *Monthly Labor Review*, November 1998, pp. 3-21.

¹⁹ Chris Tilly, "Reasons for the Continuing Growth of Part-time Employment," *Monthly Labor Review*, March 1991, p. 10-17; See U.S. Department of Labor, Bureau of Labor Statistics, "Household Data Annual Averages, Employed and unemployed full- and part-time workers by age, sex, and race," <http://stats.bls.gov/pdf/cpsaat8.pdf>.

²⁰ John F. Stinson, Jr., "New Data on Multiple Jobholding Available from the CPS," *Monthly Labor Review*, March 1997, p. 4.

²¹ Susan N. Houseman, "Temporary, Part-time, and Contract Employment in the United States: A Report on the W.E. Upjohn Institute's Employer Survey on Flexible Staffing Policies," (Report to the U.S. Department of Labor) November 1996, revised June 1997, p. 12.

²² Houseman, p. 20.

²³ Houseman, pp. 24-29.

²⁴ Cohany, pp. 3-21.

²⁵ Cohany, p. 18.

²⁶ U.S. Department of Labor, Bureau of Labor Statistics, "Contingent and Alternative Employment Arrangements, February 1997," USDL 97-422, December 2, 1997.

²⁷ Anthony P. Carnevale, Lynn A. Jennings, and James M. Eisenmann, "Contingent Workers and Employment Law," in *Contingent Work: American Employment Relations in Transition*, ed. Kathleen Barker and Kathleen Christiansen (Ithaca, N.Y.: Cornell University ILR Press, 1998).

²⁸ *Report and Recommendations of the Commission on the Future of Worker-Management Relations*, December 1994, p. 35.

²⁹ U.S. Department of Labor, *Report on the American Workforce*, Chapter 2—The Many Facets of Skills, September 1999, forthcoming.

³⁰ For a series of seven articles on the "Downsizing of America," see *New York Times*, March 3 through March 8, 1996. Also see *USA Today*, February 19 - 21, 1996 for another series on worker dislocation fears, and *Business Week*, March 11, 1996 for a story entitled "Economic Anxiety."

³¹ Jennifer M. Gardner, "Worker Displacement: a Decade of Change," *Monthly Labor Review*, April 1995.

³² Steven Hipple, "Worker Displacement in an Expanding Economy," *Monthly Labor Review*, December 1997.

³³ Steven Hipple, "Ongoing Labor Market Strength Reduces Worker Displacement." *Monthly Labor Review*, 1999 (forthcoming).

³⁴ Hipple, 1999.

³⁵ Ann Huff Stevens, "Persistent Effects of Job Displacement: The Importance of Multiple Job Losses," *Journal of Labor Economics*, 1997, vol. 15, No. 1, pp. 165-188.

³⁶ The most recent BLS data show that for men between 35 and 44 years of age, median years of tenure with their current employer was 6.5 years in January 1991, and it was 6.1 and 5.5 years in February 1996 and 1998, respectively. In contrast, in January 1983 and 1987, median tenure for this same age group of men was 7.3 and 7.0 years, respectively. Similarly, median years of tenure in current job was down for men between the ages of 25 and 34, though not quite so dramatically. For these younger men, median tenure in current job was 2.8 years in February 1998, down from 3.2 years in January 1983. Bureau of Labor Statistics, "Employee Tenure in 1998," News release, September 23, 1998, <http://stats.bls.gov/news.release/tenure.toc.htm>.

³⁷ David Neumark, Daniel Polsky and Daniel Hansen, "Has Job Stability Declined Yet? New Evidence for the 1990s," Working Paper No. 6330, National Bureau of Economic Research, Cambridge, Massachusetts, 1997.